

Superintendent Performance Objectives

2019-2020 School Year

STANDARD 1: EDUCATIONAL LEADERSHIP

- By June of 2020, the Superintendent shall develop a comprehensive strategy to address deficits in student performance in English/Language Arts among students in grades 3-5, to include:
 - Clearly articulated learning progressions aligned with the PA Core Standards;
 - A framework by which to provide customized instruction and associated interventions;
 - Establish an effective benchmarking system to monitor student performance; and
 - Demonstrate improvement in student growth on the 3rd Grade ELA PSSA, year-over-year, which may include trend data of up to 3 years.
- By June of 2020, the Superintendent shall develop a comprehensive strategy to address deficits in student performance in math among students in grades 6-8, to include:
 - Clearly articulated learning progressions aligned with the PA Core Standards;
 - A framework by which to provide customized instruction and associated interventions;
 - Establish an effective benchmarking system to monitor student performance; and
 - Demonstrate improvement in student growth on the 7th Grade Math PSSA, year-over-year, which may include trend data of up to 3 years.
- By June of 2020, the Superintendent will develop and distribute a framework for the deployment of Career Pathways at the Susquehanna Township High School.

STANDARD 2: ORGANIZATIONAL LEADERSHIP

- Clearly articulated learning progressions aligned with the PA Core Standards;
- By June 2020, the Superintendent shall develop a plan for appropriate succession planning, where possible, for cabinet level and building level positions so that the District will be positioned to manage transitions as seamlessly as possible;
- By June 2020, work with the Office of Human Resources to develop a comprehensive onboarding and retention plan for employees, to include Stay Interviews and New Employee Orientation;
- By June 2020, the Superintendent will confirm the completion of evaluations for direct reports and building principals;
- By June 2020, the Superintendent will develop a comprehensive communications/media plan to regularly disseminate positive messaging throughout the community about the district; and

STANDARD 3: GOVERNANCE & BOARD RELATIONS

- The Superintendent will ensure that no less than 70% of the district budget is devoted to teaching and learning through July 2021.
- By June 2020, the Superintendent shall engage the board in an annual retreat to review the district's strategic direction and identify key policies impacting that direction;
- By June 2020, the Superintendent will conduct an annual revision of the staff handbook in a digital format;
- By June 2020, the Superintendent will develop comprehensive onboarding process for new members of the school board; and
- The Superintendent will maintain and expand partnerships with community leaders and township officials through bi-annual meetings. A report will be presented to the Board in May of 2020.

STANDARD 4: PROFESSIONAL & PERSONAL QUALITIES

- The Superintendent shall successfully complete Superintendent's Academy (Cohort 3) through Pennsylvania Department of Education and present the culminating research project to the Board by May 2020; and
- The Superintendent will maintain and expand community and parent partnerships through bi-annual advisory meetings. A report will be presented to the Board in May of 2020.